

Please use the zoom chat to ask questions, and include the Broad Topic # as listed on the slide to help our organization.

Any questions/comments we do not get to will be copied to Slack [#community_engagement_topics](#) for the discussion to continue

Diversity and Inclusion

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DEI : Organization/Plans

- Foundational philosophy : “All topics surrounding DEI are cross-cutting”
 - It is impossible to neatly box up and factorize topics
- Goal : Produce a set of documents for the wider community
 - Written by peers and contextualized (where possible) in terms of HEP
- How : Focus groups around “Broad Topics”
 - Individuals/groups within focus groups may concentrate on specific aspect → Produce one or more “go to” Lol/WhitePapers that coherently fit together
 - Function autonomously (someone can take the lead if they would like)
- And always : we welcome individuals to innovate/think/produce on their own
 - This is trying to create a framework in which we can (hopefully) collaborate coherently

Broad Topics [1]

- Building the Pipeline
 - What it means to “be a physicist”. Combatting imposter syndrome.
 - How DEI activities should be folded into hiring/tenure process
 - Recruiting and retaining individuals from marginalized groups (e.g. group recruitment)
- Recruitment, Evaluation, and Recognition
 - Transparency of protocols and procedures
 - Best practices in student admission
 - Faculty hiring
 - With the *goal* of creating diversity (i.e. hiring committees, outreach, outcomes)
 - Two body ~~problem~~ → opportunity
 - Best practice in evaluating research proposals
 - Awards, speaker selections @ conferences, collaborations
 - Power dynamics between senior and junior scientists
 - How to reward people that have done good deeds for advancing the diversity in the field

Broad Topics [2]

- Resource Issues and Recs for Funding Agencies
 - Produce recommendations to be “sent to HEPAP” as the view of the community
 - Highlight and quantify the need for financial support of DEI issues
 - Provide specific guidelines/requirements (e.g. include things like guidance on codes of conduct, including minority serving institutions in collaborations, implementing mentorship programs within collaborations, etc.)
 - How to better take advantage of fellowships/grant opportunities for underrepresented groups
 - Comparative analysis of collaborations, labs, universities
 - Compare the diversity statements, committees/panels
 - How are statistics on diversity collected in various organizations
 - Financial Barriers to Entry - “How can HEP be done with no money?”
 - Guidance from astrophysics community ([1907.13202](#), [1907.13172](#))
- Under-represented/Marginalized Communities
 - Acquiring and synthesizing demographic statistics for our field
 - anti-Black, Latino/Hispanic, Women, LGBT+ sentiments and culture in particle physics
 - How engineers (are “they” “physicists”?) are involved in the community
 - How to deal with “crackpots”
 - Involvement of non-US citizens in US physics

Broad Topics [3]

- Climate of the Field
 - How to build inclusive communities in your institute/collaboration
 - Lack of developing DEI awareness throughout career → Need an educated pipeline
 - What is an effective “committee”?
 - Rectifying effects of power dynamics
 - Codifying climate in a code of conduct - what we need and why/how
 - What training should we provide/require in the community? For our leadership?
 - Microaggressions - “I didn’t know I am biased”
- Lifestyle and Personal Wellness
 - What is a “work week” anyhow?
 - Work life balance/respecting boundaries (i.e. weekends/vacation)
 - Families - maternity/paternity leave, working with children
 - Working in and respecting different timezones
 - Effects of COVID-19 and what we have learned from it
 - Mental health issues - What are the pathologies? How to address them?

Broad Topics [4]

- Educational resources for DEI
 - “How should I educate myself or my group?”
 - Go to curated list of resources for our fellow community members → imagined to be a living/changing resource (must live beyond Snowmass process)
 - Playbook on increasing DEI in my group
 - “I’m organizing a workshop, what am I missing?” ([Example here](#))
- Societal Impacts of Science Projects
 - Environmental impact of in-person conferences ([Nearly Carbon Neutral Conference Guide](#))
 - Harsh gases in experiments (e.g. ATLAS detector gas leaks)
 - Effects of large projects on indigenous lands
 - Ethical implications of algorithm development
 - Guidance from astrophysics : [1908.02822](#)
- Accessibility
 - Communication {deaf/hard of hearing, language barriers, internet connection}
 - Physical accessibility of venues
 - Financial barriers (“haves” and “have nots”)
 - Whether the collaborative tools/platforms we use cause for individuals to be marginalized

Public Policy and Government Relations

Brajesh Choudhary, Rob Fine,
Louise Suter, Breese Quinn

Congressional government engagement on HEP funding

[PP+GE broad topic 1]

Largest part of current ongoing PP+GE is annual DC trip of about 50 people organized by Fermilab, SLAC, and US LHC users groups.

- Goal: meet with staff of all Congressional districts and States to deliver community consensus message and make budgetary request for DOE Office of Science (HEP) and NSF.
- Our community has built up resources over the years: legislation experts, Congressional committee contacts, and HEP ‘friends’ in Congress.
- Advocacy covers: Budget, P5 plan, science highlights, impacts of HEP.

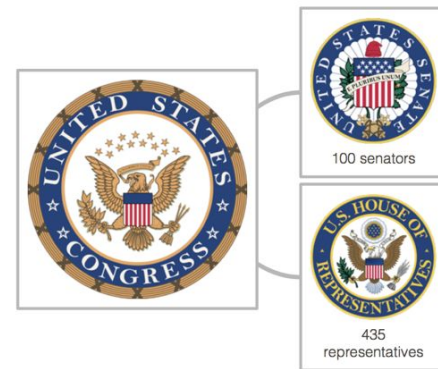
Expand scope around annual DC Trip

- Expand and understand participation (is it representative of the whole community?), resources, improve materials and training.
- Engage in advocacy outside of the annual trip.
 - Build on relations with local Congressional offices
 - Build out tools to allow a wider swath of the community to contribute at lower level (e.g. letter writing and phone campaigns).

Linked Topical Groups/Frontiers: PE&O

LOI document: Planned, looking for additional contributions

Meeting: Planned kick off w/ mini town hall Aug 5th



Current community made materials

<https://www.usparticlephysics.org/resources/>

Possible engagement with new groups or expanded engagement with current groups [PP+GE broad topic 2]

- **New:** State government engagement
 - Would it be impactful to reach out to groups below the federal level? Need to understand impact vs resources it would take, as community resources are limited.
- **New:** International government engagement
 - Should we actively work to enable advocacy for US HEP outside of the US?
- **New:** Engagement with industry and other policy science influencers
- **Extension:** Engagement with federal funding agencies, DOE, NSF
 - Ability to provide community feedback, on thing such as grant criteria and comparative reviews.
 - For example does the current breakdown of research/outreach/inreach/community-engagement effort in grants reflect what the community wants?
- **Extension:** Communication with the executive branch (e.g. OMB, OSTP)
 - Currently we do meet with these agencies as part of annual DC trip, but we have limited communication channels

Linked Topical Groups/Frontiers: A&I, D&1

LOI document: Looking for contributions

Meeting: Kick off community discussion 19th Aug

Improvements in advocacy awareness and training

[PP+GE broad topic 3]

- Advocacy ‘outward’ training for HEP community members
 - Current training is focused around DC trip
 - No community-wide training in advocacy
- Advocacy ‘inward’ awareness within HEP community
 - Important to educate the community on the importance of a uniform message and the impact of P5 and HEP advocacy

Linked Topical Groups/Frontiers: PE&O
LOI document: Looking for contributions
Meeting: Kick off community discussion 2nd Sept

52nd Annual Users Meeting
Jun 11, 2019, 8:00 PM → Jun 13, 2019, 6:00 PM US/Central

9:00 AM → 10:15 AM Session V: Science Communication
Convener: David Martinez

9:00 AM How to talk science to everyone
Speaker: Andre Salles (Fermilab Office of Communication)

Alan Alda Center
for Communicating Science®
AT STONY BROOK UNIVERSITY

SCIENCE COMMUNICATIONS TRAINING

- Science communications training for all trip participants helps us deliver our message clearly
 - Congressional process, meeting etiquette
 - Communication strategies and best practices
 - Identifying the clear benefits to society of fundamental research
 - Forming and providing a clear and concise message to the public



B. Quinn, G. Davies

- FY 2015 House Energy and Water Development Appropriations Report: – “The Committee notes that the high energy physics research community is currently engaged in developing a ten-year plan for U.S. particle physics, which will include a ten-year report by the Particle Physics Project Prioritization Panel under various budget scenarios. **The Committee applauds the Department for this undertaking . . .**”
- FY 2016 House Energy and Water Development Appropriations Report: – “The Committee **strongly supports** the Department’s efforts to advance the recommendations of the Particle Physics Prioritization Panel and urges the Department to maintain a careful balance among competing priorities and among small, medium, and large scale projects.”

Congressional government engagement on other topics (non HEP funding)

[PP+GE broad topic 4]

- Should the HEP community advocate for non-funding public policy. e.g. legislation re: immigration policies which impact HEP, diversity in STEM, education ?
 - Most people would agree there are many areas that directly impact our field and the lives of those in our field that it would be beneficial to advocate for.
 - We don't currently have the structure in place to do this.
 - Who decides that a legislative issue is important to the HEP community at large? And, important enough that members of the community should be encouraged to contact Congress as a member of the HEP community. DPF have filled this role in the past and are the only group currently able.
 - Need resources to develop tools. No federal resources (i.e. things bought with grant or lab money) can be used for these efforts, which can hamper progress. For example, for HEP advocacy we work closely with gov. rel. experts in HEP funding.
 - For some topics which have clear community support, there may not be community consensus on specific action items. Congressional advocacy is generally aimed at a specific bill.
 - The resources and time available from the members of the community is limited. We would need a system that would effort that it enables broad participation without large overhead

Linked Topical Groups/Frontiers: D&I, PE&O

LOI document: looking for contributions

Meeting: kick off community discussion 22nd July